Guion de la entrevista de ingles

Diapositiva 1 LAURA

Hello and welcome. My name is Laura Diaco, and I work as an HR recruiter at Mercado Libre Tech Talent.

Today, we are building a new SCRUM team for a project called *MeliTrack*. It is a dashboard for sellers to track orders, deliveries, and customer feedback in real time.

This interview has four parts:

1. I present the project.

2. Each candidate introduces their role.

3. I ask questions about their experience.

4. They explain why they are a good fit for the team.

Let's begin.

Diapositiva 2 LAURA

This is Stage 1 of the interview process: the project presentation.

At Mercado Libre, we manage thousands of deliveries every day. Sellers need better tools to track packages and customer feedback.

That's why we created *MeliTrack*, a dashboard for real-time tracking and seller insights.

The team works in 2-week sprints using Jira, GitHub, Figma, React, and Node.js.

The candidates you will meet today already passed the first selection filter.
They are the top profiles for each SCRUM role.

Now, we move to Stage 2: candidate introductions.

Diapositiva 3 LAURA

This is Stage 2 of the interview: candidate introductions.

Each candidate will present their role in the SCRUM team, describe their daily tasks, and share their main strengths.

These profiles were selected for their strong potential and experience.

Let's begin with Matías, our SCRUM Master candidate.

MATIAS presentacion

Hi, I'm Matías. I worked as a SCRUM Master at Frávega for two years.
I helped the team stay focused and solve problems during the sprint.
I ran daily meetings, sprint planning, and retrospectives.
We used Jira and Miro to follow tasks and improve communication.
I enjoy helping people work better together and deliver on time.

LAURA

Thanks, Matías. I saw in your CV that you worked on a migration project with tight deadlines.
Can you tell us how you helped the team solve a challenge during that project?

MATIAS

Yes, during the migration, we had problems with delays in testing.
I talked with the QA and developers and we added a testing checklist in Jira.

That helped us find bugs earlier and finish the sprint on time.
After that, we used the checklist in every sprint.

LAURA

That kind of coordination is exactly what we need in MeliTrack.
Thanks, Matías.
Lautaro, let's hear from you.

LAUTARO

Hello, I'm Lautaro. I was Product Owner at Globant for three
years.
I worked on a logistics app and helped decide what features to
build.
I wrote user stories, organized the backlog, and talked with
developers and clients.
I used Jira and Figma to plan and show ideas.
I like building useful products that solve real problems.

LAURA

Thanks, Lautaro. I remember you mentioned a delivery tracking
feature you worked on.
What was a challenge you faced in that project, and how did you
solve it?

LAUTARO

At first, the users didn't understand the new tracking screen.
I talked to the support team and got feedback from real users.
Then I worked with the designer to change the layout and add
simple icons.
After the update, we got better reviews and fewer support tickets.

LAURA

Now let's hear from Emiliano, our Developer candidate.

EMILIANO

Hi, I'm Emiliano. I've been a front-end developer for four years.
At Naranja X, I helped build the new checkout page using React
and Node.js.
I worked with designers and other developers to make the app
fast and easy to use.
I used GitHub and Figma every day.
I like writing clean code and solving technical problems.

LAURA

Thanks, Emiliano. I saw your portfolio and the checkout flow looks
great.
Can you tell us about a technical problem you had and how you
solved it?

EMILIANO

Sure. One time, the payment form was very slow on mobile.
I checked the code and found some heavy images and extra
scripts.
I optimized the images and used lazy loading.
After that, the page loaded 40% faster on phones.

DIAPOSITIVA 4 LAURA

Lets begain whit stage 3 Role-Specific Questions

Matías, in your role as SCRUM Master, how do you help the team
when there is tension or disagreement?

MATIAS

That's a good question. In one sprint at Frávega, two developers
had different ideas about how to build a feature.

The tension started to affect the team's mood and progress.
I invited them to a short meeting and asked each one to explain their point of view.
Then we looked at the sprint goal and discussed what solution helped the team most.
They agreed on a middle option, and we finished the sprint on time.
I learned that listening and staying calm helps the team trust each other and move forward.

LAURA

That's a great example, Matías. You helped the team stay focused and respectful.
That kind of leadership is key for MeliTrack.

Now I have a question for Lautaro, how do you decide what goes first in the backlog when everything feels urgent?

LAUTARO

That happens a lot. At Globant, we had a sprint with five urgent requests from different teams.
I talked with stakeholders to understand what brought more value to users.
Then I checked with the developers how complex each task was.
We used a simple matrix: value vs effort.
One feature had high value and low effort, so we chose that first.
I explained the decision to all teams, and they understood.
I think being transparent and listening helps build trust and make better choices.

LAURA

That's a smart way to balance priorities.
Your ability to connect business and development is very important for this project.

Lets continue to the last candidate, Emiliano, how do you work with the team when a feature is not ready and the sprint is ending?

EMILIANO

It happened in my last project at Naranja X.
We had a bug in the payment system two days before the sprint review.
I told the team early and asked for help.
We split the work: one fixed the bug, another tested, and I cleaned the code.
We finished just in time and the feature worked well.
I learned that sharing problems early and working together makes a big difference.
It's better to ask for help than to stay stuck.

LAURA

That's a great example of teamwork and responsibility.
Your proactive attitude is a strong asset for MeliTrack.

DIAPOSITIVA 5 LAURA

We now move to the final stage of the interview: candidate reflections.
Each person will share why they want to join the MeliTrack team and how they see their role.

Matías, let's start with you, then Lautaro and finally Emiliano

MATIAS

I really enjoy working with agile teams.
At Frávega, I saw how good communication and clear goals helped us grow together.
I think MeliTrack is a great opportunity to build something useful and help the team stay focused and motivated.
I'd love to support this team and help improve every sprint.

LAUTARO

Ok, my turn I believe in building products that solve real problems.
At Globant, I worked on logistics tools, and I know how important it is to give sellers clear and simple solutions.
MeliTrack has a strong purpose, and I'd like to help define the product and make sure it brings value to users.
I'm excited to be part of this challenge.

EMILIANO

I think I close whith this: I love creating things that people actually use.
At Naranja X, I learned how small changes in design or performance can really improve the user experience.
MeliTrack is a great chance to build something useful and work with a team that shares ideas and solves problems together.
I'd be happy to contribute with my code and keep learning.

LAURA

Thank you all for sharing your reflections.
That's the end of the interview.
Great job, everyone.